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Our lecture states, "Throughout the definitions and discussions of leadership, two major themes emerge: 1) leaders are responsible for promoting growth, and 2) leaders work by influencing and empowering others." (GCU.2017). This is how a good nurse leader helps both the staff and management work





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together. First, a good nurse leader would identify what type of conflict is occurring in the department. In this scenario, there is an intergroup conflict that is occurring since the conflict is between the directing group and the nursing staff group. According to our textbook it states,





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“Intergroup conflict refers to disagreements or differences between the members of two or more groups or their representatives over authority, territory, and resources”. (Huber, 2014, p. 171). This is often times created when little or no communication is done before an authoritative managing





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decision is made. Once this is established a nurse can look at how to organize the process of conflict resolution. Once this is established, then a nurse leader can start to gather more information on each side and establish a definite conflict. The nurse leader must always remember that emotions



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leader can help both teams produce “win-win” solution for both sides. A good nurse leader can focus on these things but also have a conflict resolution process. First is to initiate a constructive discussion between the two groups. Second, Respect each other’s differences. Third, be





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respectful of to each party. Fourth, according to our text, it states, "Have an assertive dialogue that consists of separating facts from feelings, clearly defining the central issue, differentiating viewpoints, making sure that each person clearly states their intentions, framing the main issue





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based on common principles, and being an attentive listener consciously focused on what the other person is saying." (Huber, 2014, p. 178). Last is to agree with the on a solution that is positive for each group. I NEED YOU TO COMMENT FROM THIS POST, 150 WORDS NEEDED AND A REFERENCE PLEASE





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Attachments Question Field #Nursing

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